



# METROPOLITAN CIVIL SERVICE COMMISSION

## SPECIAL CALLED MEETING MINUTES

**Date:** April 29, 2020

**Time:** 8:30 a.m.

**Place:** This meeting took place via teleconference and was broadcast through the Metro Nashville Network, (MNN), on Nashville's Comcast Channel 3, AT&T U-Verse Channel 99 and on the MNN Live Stream @stream.nashville.gov

**MEMBERS:** William H. Farmer, R. Steve Corbitt\*\*, D. Billye Sanders, Jo Ann North, and Ethan Link.  
\*\*Commissioner Corbitt was present during the meeting but his voice could not be heard due to technical difficulties.

**OTHER MEMBERS:** Shannon B. Hall, Human Resources Director; Nicki Eke, Metro Legal Department Attorney

Chairman Farmer called the meeting to order. Chairman Farmer then notified the Commissioners that there will need to be a vote to deem the electronic meeting necessary to conduct essential business in light of the COVID-19 outbreak. Roll was called and Commissioners Farmer, Sanders, North and Link voted to conduct the meeting electronically.

**HUMAN RESOURCE ITEMS      PG. 2**

**Item #1: Hazard Pay Proposal**

Mike Taylor, Assistant HR Director, Kristin Wilson, Mayor's Office, and Mary Jo Wiggins, Deputy Finance Director, were all present before the Commission to discuss the COVID-19 Hazard Bonus Pay Proposal. Mr. Taylor addressed the Commission and advised them of the proposal outlined in the Staff Report to adopt the Hazard Bonus Payment. He advised that since there isn't a current Hazard Pay plan in place, that they will be using CS Policy 5.10-I (Hire above Base, Increment Advances, Bonuses and Equity Adjustments) to adopt the Hazard Bonus Payment Proposal. He also advised the Commission that the timeframe for the program would run from March 1, 2020 to December 30, 2020 with eligible employees receiving a flat rate of \$3.13 an hour in which they will receive payment at the conclusion of the program.

Kristin and Mary Jo addressed the Commission and advised them that Metro has already received the funding from the Federal Government in the amount of 121 million for Hazard Pay. They also spoke about the terms outlined in the Staff Report that must be followed to determine if an employee is eligible to be considered for Hazard Pay. The Mayor's office, Finance department and HR will work closely with Department Heads to determine the employees in each department who qualify for the Hazard Pay Program.

A report will be provided from the HR department to the Commission that will outline the employees and compensation at the conclusion of the program.

**MOTION: After some discussion, Commissioner Sanders moved to approve the Hazard Pay Proposal reflected in the Staff Report, which works in conjunction with the existing unfunded bonus policy in Civil Service Policy 5.10 I. Seconded by Commissioner North and the Commission approved by a vote of 3-0. Commissioner Corbitt did not participate in the vote due to technical difficulties.**

**Item #2: Appeal of Medical Disqualification, AB, Applicant for Police Officer Trainee**

Applicant AB and Civil Service Medical Examiner Gill Wright were present before the Commission to discuss the appeal. The Civil Service Medical Examiner recommended approval of the appeal.

**MOTION: After some discussion, Commissioner North moved to approve the request for waiver. Seconded by Chairman Farmer and the Commission approved by a vote of 3-0. Commissioner Corbitt did not participate in the vote due to technical difficulties.**

*With nothing further, the regular meeting adjourned at 9:32 a.m.*

**ATTEST:****APPROVED:**

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Shannon B. Hall, Director  
Secretary to the Commission

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William H. Farmer, Chairman  
Civil Service Commission